

### Person Specification – Head of PE

Category	Essential	Desirable	Method of Assessment
<b>Physical</b>	<ul style="list-style-type: none"> <li>Smart business-like appearance</li> </ul>		Interview
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Graduate</li> <li>Qualified Teacher Status</li> <li>Evidence of sustained CPD in teaching, learning, leadership, or PE-specific development</li> <li>Strong specialist knowledge in Physical Education</li> </ul>	<ul style="list-style-type: none"> <li>Additional leadership qualifications (e.g., NPQML/NPQSL)</li> <li>Coaching qualifications or officiating awards in recognised sports</li> <li>First Aid qualification</li> </ul>	Application Form and Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Values-driven practitioner</li> <li>Proven record of <i>highly effective</i> teaching in PE across KS3–4</li> <li>Strong behaviour management and ability to adapt teaching for all learners</li> <li>Experience delivering and developing PE curriculum and/or sport enrichment</li> <li>Experience using data to improve outcomes</li> <li>Experience contributing to departmental improvement or mentoring colleagues</li> </ul>	<ul style="list-style-type: none"> <li>Experience leading a subject, phase, or whole-school initiative</li> <li>Experience teaching KS5 PE or Sport Science</li> <li>Experience running competitive fixtures, sports festivals, or enrichment programmes</li> <li>Experience managing budgets, equipment, or facilities</li> <li>Experience leading CPD or coaching staff</li> </ul>	Application Form and Interview
<b>Training</b>	<ul style="list-style-type: none"> <li>Willingness to actively participate in all relevant CPD</li> <li>Evidence of seeking opportunities to develop leadership and curriculum expertise</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of leading CPD for others</li> </ul>	Application Form and Interview.

<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>• Strong knowledge of the National Curriculum for PE</li> <li>• Understanding of health, fitness, wellbeing, biomechanics, and sport performance concepts</li> <li>• Knowledge of effective pedagogy in practical and theory PE</li> <li>• Understanding of strategies to support progress for SEND and disadvantaged students</li> <li>• Knowledge of risk assessment, supervision, and Health &amp; Safety protocols in PE settings</li> <li>• Understanding of effective data analysis and intervention planning</li> </ul>	<ul style="list-style-type: none"> <li>• Experience leading curriculum innovation in PE</li> <li>• Understanding of examination requirements at KS4/5 (GCSE PE, BTEC Sport, etc.)</li> <li>• Familiarity with Trust-wide or cross-school moderation</li> </ul>	Application Form and Interview
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Ability to inspire, motivate, and lead a team</li> <li>• High professional standards; acts as a positive role model</li> <li>• Strong interpersonal and communication skills</li> <li>• Self-motivated, proactive, and able to use initiative</li> <li>• Passion for Physical Education and promoting an active lifestyle</li> <li>• Resilient, positive, and solution-focused</li> <li>• Reflective, open to feedback, and committed to improving practice</li> <li>• Maintains calm under pressure and demonstrates integrity</li> <li>• Strong commitment to safeguarding</li> </ul>		Application Form and Interview.
<b>Practical &amp; Intellectual Skills</b>	<ul style="list-style-type: none"> <li>• Excellent leadership and performance-management skills</li> <li>• Strong organisational skills</li> <li>• Skilled in planning inclusive and engaging practical sessions</li> <li>• Ability to analyse assessment data and use it strategically</li> <li>• Excellent use of ICT to support teaching, assessment, and monitoring</li> <li>• Ability to make sound, evidence-based decisions</li> <li>• Ability to form positive working relationships with staff and students</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of innovative practice and strong student outcomes</li> <li>• Experience working with external agencies, sports partnerships, or community clubs</li> </ul>	Application Form and Interview.

<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>Enhanced Disclosure &amp; Barring Service Check confirming the appointee is not on the Children's Barred list.</li> <li>This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.</li> </ul> <p>In line with the latest KCSIE guidance an online check will be carried out.</p>		Application Form and Interview.
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Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.